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#106
MEMBERSHIP '88

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION
2113 Western Avenue, Guilderland, N.Y. 12084, (516) 456-5371

September 19, 1988

Dear NYSNA Member:

In 1987 the Voting Body of NYSNA was asked to address the critical issue of NYSNA's future constituent membership in the American Nurses' Association. At that time, the House of Delegates of ANA had adopted amendments to the ANA bylaws to require that, subsequent to the enactment of "entry into practice" legislation or regulations in a state, the State Nurses Association admit the technically prepared nurse to full membership.

The NYSNA Board of Directors believed that this decision of the ANA House of Delegates would ultimately change the composition of the American Nurses' Association and thereby alter the fundamental nature, mission and purposes of the Association. In light of this belief, the NYSNA Board of Directors submitted to the 1987 Voting Body a resolution calling for the withdrawal of NYSNA as a constituent member of the American Nurses' Association.

The Voting Body of the Association, in a nearly unanimous vote of more than 1000 members in attendance, adopted a substitute resolution which affirmed the commitment of NYSNA to remaining an organization of professional nurses. The resolution directed NYSNA and its delegates to the 1988 ANA House of Delegates to pursue all available means to reinstate ANA's original mission and purpose as a national organization of professional nurses. This resolution also specified that a report of progress toward achievement of these goals, the proposed resolution related to withdrawal from ANA, and the proposed NYSNA bylaws amendments required to implement withdrawal, be returned to the 1988 NYSNA Voting Body. (See the July-August 1988 issue of Report for the full texts of the withdrawal and substitute resolutions and the proposed NYSNA Bylaws amendments.)

In keeping with these directions, an Open Forum on this issue has been scheduled at this year's convention: Sunday, October 16, 3:00-4:00 p.m. The 1987 Resolution on Organizational Mission and the proposed amendments to the NYSNA Bylaws will be presented to the Voting Body for action at the Voting Body session scheduled for Monday, October 17, 2:00-6:00 p.m.

CONVENTION '88
Oct 16-19 Concord Resort



#106
MEMBERSHIP '88

The NYSNA Board will report on the Association's progress toward achievement of the reinstatement of the professional nurse membership requirement at both the Open Forum and the Voting Body. Briefly, that progress has included the following:

- In December 1987 NYSNA submitted proposed ANA Bylaws amendments to require that only registered nurses be eligible for membership. The ANA Committee on Bylaws did not forward these amendments to the 1988 House of Delegates.
- Late in 1987 NYSNA asked the ANA Board of Directors to consider delaying implementation of the ANA Bylaws change regarding membership. The ANA Board responded by establishing an organizational study, The Commission on Organizational Assessment and Renewal (COAR).
- NYSNA and the Pennsylvania Nurses Association jointly published a position statement on the future membership issue in May 1988. NYSNA, PNA, and the Connecticut Nurses Association sponsored a special open forum for the discussion of this issue at the ANA convention in June 1988. NYSNA and PNA also hosted a convention booth to provide opportunities for dialogue with SNA delegates and members attending the convention.
- NYSNA proposed, and the 1988 ANA House of Delegates adopted, a motion directing the ANA Board of Directors not to require any state nurses association to change its membership requirements until the COAR report was completed and presented for action to the ANA House of Delegates.

The NYSNA Board of Directors is deeply concerned that the scope and direction of the COAR study suggests the need and intent to propose profound changes in the structure and function of the American Nurses' Association. The NYSNA Board believes that, although the issue of future membership is embedded in this study, it has not been adequately addressed. Furthermore, there is no evidence in the preliminary report that the professional membership model will be restored. Therefore, the Board of Directors is returning the Resolution on Organizational Mission to the Voting Body with a reaffirmation of the Board's original recommendation that NYSNA withdraw as a constituent member of ANA, effective November 1, 1988.

On behalf of the Board of Directors, I urge each member of NYSNA to attend convention and to participate in the discussion and decision on this issue of vital importance to the Association.

Sincerely,

Juanita K. Hunter, EdD, RN
President

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

September 22, 1988

Margretta M. Styles, EdD, RN
Chairperson
Commission on Organizational
Assessment and Renewal
American Nurses' Association
2420 Pershing Road
Kansas City, MO 64108

Dear Dr. Styles:

The enclosed statement represents the official SNA response of The New York State Nurses Association to the Commission's "Progress Report/Stage One/Revised for Use in Consensus Process" dated August 1988.

The NYSNA Board of Directors appreciates the opportunity to present its positions to the Commission. Should you have any questions, do not hesitate to contact me.

Sincerely yours,

Juanita K. Hunter
Juanita K. Hunter, EdD, RN
President

JKH:WMB:b
Enclosure

allent
CONVENTION 88
Oct 16-19 - Concord Report



#106
MEMBERSHIP '88

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Lucille A. Joel, Ed.D., R.N., FAAN
President

Fax: (816) 471-4903

Judith A. Ryan, Ph.D., R.N.
Executive Director

September 19, 1988

Juanita K. Hunter, Ed.D., R.N.
President
New York State Nurses Association
2113 Western Avenue
Guilderland, New York 12084

Dear Juanita:

As a result of information shared during our phone conversation on September 16, 1988, I have apprised the American Nurses' Association (ANA) Board of Directors that the New York State Nurses Association (NYSNA) Board of Directors will recommend support of the resolution on organizational mission originally placed before the NYSNA membership in 1987. This resolution proposes that NYSNA withdraw as a constituent of ANA. I understand that this issue will be considered by the NYSNA members at the annual meeting October 16-18, 1988.

The ANA Board of Directors believes that this matter is a state issue upon which the members of NYSNA must decide. ANA hopes that NYSNA members will either defer action again, or vote down the resolution so we will continue to have 53 constituencies actively participating in the very important and exciting work of the professional association. I am sensitive to the fact that the continuing concern of the NYSNA Board is the issue of ANA criteria for membership in the state nurses' association. The ANA Board of Directors is confident that work is progressing toward resolution of the membership issue through the work of ANA's Commission on Organizational Assessment and Renewal.

I look forward to participating in the NYSNA convention and membership forum.

Sincerely,

Lucille
Lucille A. Joel, Ed.D., R.N., FAAN
President

LJA:ksp:723
9/19/88

cc: Martha Orr
Executive Director
New York State Nurses Association

ANA Board of Directors

ANA — An Equal Opportunity Employer



Washington Office:
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 755-1800

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Lucille A. Joel, Ed.D., R.N., FAAN
President

Fax: (816) 71-4903

Judith A. Ryan, Ph.D., R.N.
Executive Director

TO: SNA Presidents
SNA Executive Directors

FROM: Mary Beth Strauss
Chairperson
Constituent Forum

DATE: September 19, 1988

RE: Pending Action by NYSNA Members regarding Constituent Status of NYSNA

As you may know in October 1987, members of New York State Nurses Association (NYSNA) voted to defer for one year action on their Board's recommendation to withdraw as a constituent of the American Nurses' Association (ANA).

For your information, NYSNA members will consider this issue at their annual meeting October 16 to 18. The NYSNA Board of Directors has notified the ANA Board of Directors that it will recommend support of the NYSNA Resolution as introduced in 1987 (copy attached). The continuing concern of the NYSNA Board is the issue of ANA criteria for membership in the state nurses association.

The ANA Board of Directors believes New York's resolution is a state issue about which NYSNA members must decide. Those who believe that withdrawal is not the appropriate action will need to work with other members to influence the outcome. ANA President Joel will attend the NYSNA convention as planned some months ago, and will be available to NYSNA members as will ANA board member Claire Murray.

I am sure that you and I share ANA's hope that NYSNA members will either defer action again, or vote down the resolution, so we will continue to have 53 constituents actively participating in the very important and exciting work of ANA's Commission on Organizational Assessment and Renewal (COAR). One of the important issues around which consensus will emerge through COAR is the future membership composition of ANA and the SNAs.

ANA is committed to maintaining a constituent association in each state and territory, and will be ready to assist nurses in New York to establish another constituent organization should NYSNA members vote to withdraw current NYSNA membership in the Federation.

Please be in touch with me if you have any questions. I will keep you informed about this issue.

MBS:ksp:720
9/19/88

cc: ANA Board of Directors

ANA — An Equal Opportunity Employer



Washington Office:
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 755-1800

#106

MEMBERSHIP '88

THE NEW YORK STATE NURSES ASSOCIATION

RESOLUTION RE ORGANIZATIONAL MISSION

- WHEREAS, state nurses associations were envisioned by nursing's early leaders as the last link in the chain of their plan for a national self-governing organization of professional nurses;
- WHEREAS, the New York State Nurses Association, as the first state nurses association in the country, embraced as its primary purpose securing legal recognition of nursing as a profession in order to better serve society;
- WHEREAS, the New York State Nurses Association since its founding in 1901 has adhered to its purpose and has cooperated with ANA and other state nurses associations in carrying out the organization's original mission;
- WHEREAS, the 1987 ANA House of Delegates voted to change the nature, composition and mission of the original organization of professional nurses;
- WHEREAS, the New York State Nurses Association remains committed to its original mission as a self-governing organization of professional nurses: Therefore be it
- RESOLVED, that the New York State Nurses Association withdraw as a constituent member of the American Nurses' Association effective November 1, 1987.

#106

MEMBERSHIP '88

OPEN FORUM ON NYSNA'S
FUTURE MEMBERSHIP IN ANA

Sunday, October 16, 1988
3:00 - 4:00 p.m.

RESOURCE INFORMATION

The following attachments are provided for the use of NYSNA members in attendance at the Voting Body and special open forum regarding the Association's future membership in ANA.

1. Letter to NYSNA members, September 19, 1988
2. 1987 Resolution on Organizational Mission - as presented
1987 Resolution on Organizational Mission - as adopted
3. 1988 Proposed Amendments to NYSNA Bylaws Related to Withdrawal from ANA and Rationale
4. ANA Bylaws Amendment and Proviso adopted by ANA House of Delegates in June, 1987
Incidental motion adopted by ANA House of Delegates in June, 1988
5. Analysis of the Impact of Withdrawal from ANA on NYSNA: The Organization, Individual Members, Programs and Services
6. Abstracts from American Nurses' Association Commission on Organizational Assessment and Renewal Progress Report, Stage One, August 1988

NYSNA Response to COAR

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, N.Y. 12084, (516) 456-8371

September 19, 1988

Dear NYSNA Member:

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The NYSNA Board of Directors believed that this decision of the ANA House of Delegates would ultimately change the composition of the American Nurses' Association and thereby alter the fundamental nature, mission and purposes of the Association. In light of this belief, the NYSNA Board of Directors submitted to the 1987 Voting Body a resolution calling for the withdrawal of NYSNA as a constituent member of the American Nurses' Association.

The Voting Body of the Association, in a nearly unanimous vote of more than 1000 members in attendance, adopted a substitute resolution which affirmed the commitment of NYSNA to remaining an organization of professional nurses. The resolution directed NYSNA and its delegates to the 1988 ANA House of Delegates to pursue all available means to reinstate ANA's original mission and purpose as a national organization of professional nurses. This resolution also specified that a report of progress toward achievement of these goals, the proposed resolution related to withdrawal from ANA, and the proposed NYSNA bylaws amendments required to implement withdrawal, be returned to the 1988 NYSNA Voting Body. (See the July-August 1988 issue of Report for the full texts of the withdrawal and substitute resolutions and the proposed NYSNA Bylaws amendments.)

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The NYSNA Board of Directors is deeply concerned that the scope and direction of the COAR study suggests the need and intent to propose profound changes in the structure and function of the American Nurses' Association. The NYSNA Board believes that, although the issue of future membership is embedded in this study, it has not been adequately addressed. Furthermore, there is no evidence in the preliminary report that the professional membership model will be restored. Therefore, the Board of Directors is returning the Resolution on Organizational Mission to the Voting Body with a reaffirmation of the Board's original recommendation that NYSNA withdraw as a constituent member of ANA, effective November 1, 1988.

On behalf of the Board of Directors, I urge each member of NYSNA to attend convention and to participate in the discussion and decision on this issue of vital importance to the Association.

Sincerely,

JKH/er

Juanita K. Hunter, EdD, RN
President

THE NEW YORK STATE NURSES ASSOCIATION

RESOLUTION RE ORGANIZATIONAL MISSION

(as presented to 1987 NYSNA Voting Body)

- WHEREAS, state nurses associations were envisioned by nursing's early leaders as the last link in the chain of their plan for a national self-governing organization of professional nurses;
- WHEREAS, the New York State Nurses Association, as the first state nurses association in the country, embraced as its primary purpose securing legal recognition of nursing as a profession in order to better serve society;
- WHEREAS, the New York State Nurses Association since its founding in 1901 has adhered to its purpose and has cooperated with ANA and other state nurses associations in carrying out the organization's original mission;
- WHEREAS, the 1987 ANA House of Delegates voted to change the nature, composition and mission of the original organization of professional nurses;
- WHEREAS, the New York State Nurses Association remains committed to its original mission as a self-governing organization of professional nurses: Therefore be it
- RESOLVED, that the New York State Nurses Association withdraw as a constituent member of the American Nurses' Association effective November 1, 1987.

BOD:lm
7/13/87

#106
MEMBERSHIP '88

THE NEW YORK STATE NURSES ASSOCIATION
RESOLUTION ON ORGANIZATIONAL MISSION
Approved by the 1987 NYSNA Voting Body

- WHEREAS, state nurses associations were envisioned by nursing's early leaders as the last link in the chain of their plan for a national self-governing organization of professional nurses;
- WHEREAS, the New York State Nurses Association, as the first state nurses association in the country, embraced as its primary purpose securing legal recognition of nursing as a profession in order to better serve society;
- WHEREAS, the New York State Nurses Association since its founding in 1901 has adhered to its purpose and has cooperated with ANA and other state nurses associations in carrying out the organization's original mission;
- WHEREAS, the 1987 ANA House of Delegates voted to change the nature, composition and mission of the original organization of professional nurses; therefore be it
- RESOLVED, that NYSNA remain committed to preserve and maintain the historic nature, mission and goals of the New York State Nurses Association as the professional association for registered nurses in New York State, and be it further
- RESOLVED, that NYSNA and its delegates to the 1988 ANA House of Delegates pursue all available means to reinstate ANA's original mission and purpose as a national self-governing organization of professional nurses and to maintain the constituent SNAs as organizations of registered professional nurses, and be it further
- RESOLVED, that a report of progress toward achievement of these goals, the proposed NYSNA bylaws amendments and the resolution related to withdrawal from ANA be submitted to the 1988 NYSNA Voting Body.

II. PROPOSED AMENDMENTS TO THE NYSNA BYLAWS RELATED TO WITHDRAWAL FROM ANA

Article XI - Nominations, Section 2

Amend by deletion of the second paragraph: [In the odd years, it shall also request the names of members who are qualified and willing to serve if elected as delegates and alternates to the American Nurses' Association's convention and special meetings.]

Article XII - Elections, Section 1

Amend by deletion of the words [and delegates and alternates to the American Nurses' Association House of Delegates.] Revise section editorially to read: *Election of officers, directors at large, and Nominating Committee by qualified members shall be by secret mail ballot.*

Article XVIII - Organizational Membership in American Nurses' Association

Amend by deletion of entire article.

#106 MEMBERSHIP '88

Rationale as Presented to the 1987 Voting Body

NYSNA has, since its inception in 1901, always stood for establishing nursing as a true profession in order that the public could have access to qualified nursing services, and in order to promote the recognition and welfare of all nurses. Our common bond of licensure as professional nurses, and our members' constant support of the autonomous practice of our profession has enabled this Association to achieve great strides toward legitimization of the profession of nursing. At this point in the history of the development of nursing, it is deeply distressing to find that continuing as a constituent member of ANA requires that NYSNA become something other than the professional nurses organization in New York State. The NYSNA Board believes that there must continue to be an organization composed exclusively of professional nurses dedicated to the improvement of nursing care through professionalization of nursing. The Board is determined that in New York State, that organization MUST be the New York State Nurses Association.

Through the 1967 bylaws amendment the American Nurses' Association diversified its membership and embraced the so-called "occupational" model, thereby altering the basic nature, mission and purposes of the only multipurpose state and national organization for professional nurses. By placing themselves in the position of trying to meet the needs of other than professional nurses, ANA and its member SNAs will always have to function in an environment of compromise. ANA and member SNAs will be unable to focus their resources and efforts on clearly establishing the profession of nursing when its standards, its code of ethics, its policy positions, its legislative agenda, etc. must be acceptable to licensed practical nurses, associate nurses, or any others who are not professional nurses.

Certain parallels and examples may be helpful. Imagine the law profession admitting the paralegal assistants to membership in the American Bar Association, or the medical profession admitting physicians' assistants to the AMA. Think of the conflicts that have already been made so apparent within the National League for Nursing, an organization which has been unable to take a clear stand on the entry into practice issue because of the competing interests within itself. Think also of the situations in which competing labor unions comprised of diverse groups have attempted to speak for nursing and have necessarily mediated and compromised professional nursing's standards, concerns, and priorities. Nurses in these and similar situations have repeatedly asserted their conviction that they cannot tolerate the confusion, mixed messages, and subordination of their professional standards that such structures invite. They have repeatedly rejected representation by organizations other than their professional nursing organization.

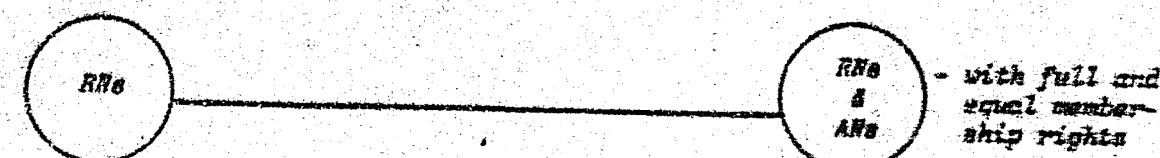
This proposed withdrawal of NYSNA is a simple act of preservation of the status of NYSNA as an organization of professional nurses who have a clear agenda: the promotion of public access to qualified nursing services through the protection and promotion of the profession of nursing.

* * *

I. OCCUPATIONAL MODEL

SNAs' Membership Prior to June 1987

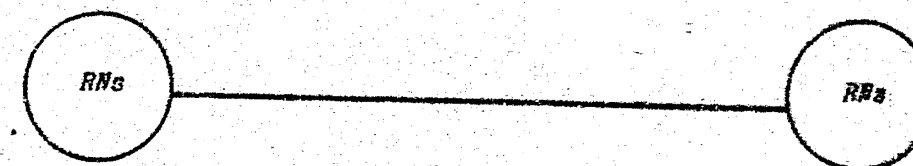
SNAs' Membership After June 1987
House of Delegates



II. PROFESSIONAL MODEL

NYSNA Membership Prior to June 1987

NYSNA Membership After Voting Body Action on
Resolution to Withdraw from ANA (October 1987)



#106 MEMBERSHIP '88

ANA BYLAWS AMENDMENT ADOPTED BY ANA HOUSE OF DELEGATES, JUNE 1987

Article II - Membership Qualifications, Section C

A constituent SNA is an association that -- provides that each of its members either has been granted a license to practice as a registered nurse or associate nurse in at least one state, territory, or possession of the United States and does not have a license under suspension or revocation in any state, or has completed a nursing education program qualifying the individual to take the state-recognized examination for registered nurse or associate nurse licensure as a first-time writer.

- PROVISO: 1. The use of the term and title "associate nurse" is meant to be inclusive of all titles being proposed for the second level practitioner of the future.
2. The effective date of ANA mandating implementation of this amendment in each state shall be no more than two years following the effective date of the statutory or regulatory enactment of the educational requirement of at least the bachelor's degree in nursing for the registered nurse and the associate degree in nursing for the associate nurse.

INCIDENTAL MOTION ADOPTED BY ANA HOUSE OF DELEGATES, JUNE 1988

That the House of Delegates request the ANA Board of Directors to postpone mandating the implementation of the amendment to Article II, Section 2, paragraph C., adopted on June 8, 1987, until the COAR report is completed and acted upon.

ANALYSIS OF THE IMPACT OF WITHDRAWAL FROM ANA ON NYSNA: THE ORGANIZATION, INDIVIDUAL MEMBERS, PROGRAMS AND SERVICES

FACTS	1987	1988
1. Percent of all SNA members from NYSNA	17.77%	16%
2. Percent of ANA dues revenue from NYSNA	17.2%	17%(est.)
3. Percent of NYSNA expenses related to ANA affairs	27.5%	24%(est.)
4. Amount of NYSNA dues revenue paid to ANA	\$1,659,005	\$1,534,623 (est.)
5. Other expenses incurred as an SNA member of ANA:		
Election of Delegates to ANA	\$26,000 *	\$20,898
Constituent Forum	1,000	2,000
House of Delegates	35,000	30,028
6. Number of NYSNA members with ANA Council affiliation		391
7. Number of NYSNA members who are certified by ANA		1381
Number of New York residents certified by ANA		4662

This is a fiscal-year-end 1986 expense; all others listed are FYE 1987.

#106 MEMBERSHIP '88

I. WHAT IS THE CURRENT ORGANIZATIONAL RELATIONSHIP OF NYSNA TO ANA?

NYSNA is one of 53 constituent members of ANA. ANA became a Federation of State Nurses Associations in 1984. Since that date, individual registered nurses hold membership in their State Nurses Associations. The State Nurses Associations, in turn, voluntarily hold membership in ANA.

NYSNA pays to ANA an assessment fee for its membership in ANA. The amount of the fee is \$85 for each full-pay member of NYSNA, or 31.4% of NYSNA's dues revenue.

II. DOES NYSNA HAVE THE LEGAL AUTHORITY TO WITHDRAW FROM ANA?

Yes. NYSNA is a separately incorporated legal entity from ANA. Recognition by and participation in the ANA Federation is a purely voluntary relationship. There is no contractual or legal requirement that NYSNA continue that relationship.

III. IS THERE A PRECEDENT FOR THE ACTION PROPOSED?

In 1985, the Province of Quebec's Nurses Association chose to disaffiliate from the Canadian Nurses Association. This association has indicated that the only adverse impact of their decision has been the lack of participation in the ICN.

IV. IN THE EVENT THAT NYSNA WITHDRAWS FROM THE ANA FEDERATION, WHAT ARE THE ANTICIPATED EFFECTS ON NYSNA ORGANIZATIONAL, PROGRAMMATIC, AND INDIVIDUAL MEMBER ACTIVITIES?

1. Does NYSNA's membership in ANA contribute to the administration of NYSNA?

NYSNA processes its own membership applications, fees, and data collection/analysis. NYSNA is not the recipient of any ANA grants or loans for programmatic or administrative activities. NYSNA retains or employs its own corporate, legal and financial consultants. Some ANA funded services duplicate services already supplied by NYSNA.

2. How would NYSNA's Legislative Program be affected?

NYSNA's Legislative Program is primarily directed to legislative objectives in New York State. ANA's Legislative Program is directed to national (federal) legislative objectives. Therefore, there are no anticipated consequences to NYSNA's state legislative program.

ANA's legislative initiatives at the federal level, its involvement in national coalitions of nursing and other health related organizations, and ANA-PAC would continue. NYSNA could continue to support those initiatives through lobbying state members of congress and through individual members' contributions to ANA-PAC.

#106

MEMBERSHIP '88

3. How would NYSNA's Nursing Education Program be affected?

- a) NYSNA has always and would continue to monitor national developments in nursing education; for example, entry into practice legislation and standards of nursing education.

Subscriptions to national and state publications may be sufficient for this purpose. Selected collaborative relationships with ANA and other nursing organizations could be developed.

Since ANA currently participates in a variety of liaison relationships with other organizations such as NLN, AACN and National Councils of State Boards of Nursing, NYSNA may have less voice in the direction of these relationships.

- b) NYSNA is currently accredited by ANA as a provider and approver of continuing education programs. NYSNA's provider status should not be affected because ANA accredits a variety of organizations. (NYSNA would still be able to provide ANA accredited continuing education activities.) However, since ANA accreditation as an approver is currently limited to SNAs, the military and specialty nursing organizations, NYSNA's status may be challenged. (NYSNA may no longer be able to approve other agency continuing education activities for ANA.)

In any event, NYSNA could continue its own approval process. Already, 14 other SNAs have chosen not to participate in the ANA accreditation system.

4. How would NYSNA's Nursing Practice and Services Program be affected?

NYSNA and ANA have had a reciprocal relationship in regard to hearing information and consultation on nursing practice and services issues. It is expected that this relationship, when mutually beneficial, would continue.

NYSNA does and would continue to purchase ANA and other publications related to nursing practice and services.

NYSNA members may be requested by ANA to be involved in national practice-related forums less frequently.

5. What impact would there be on NYSNA's Economic and General Welfare Program?

ANA does not do collective bargaining. NYSNA's recognition and certification as a collective bargaining agent for nurses in New York State is completely independent of ANA. Therefore, any effect on NYSNA's representation of nurses is minimal. ANA holds the national "consultation" rights with respect to collective bargaining with the national office of the Veterans Administration. This consultation is simply a matter of exchange of information and recommendations to the VA on nursing issues. ANA is not involved with negotiation of contracts with local VA facilities.

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MEMBERSHIP '88

NYSNA currently provides assistance to ANA in such matters as contract analysis, data collection, and consultation with NYSNA staff and legal counsel. In matters of national interest, ANA staff has occasionally provided NYSNA staff consultation and legal counsel.

6. What will be the effect on NYSNA membership?

- a) Membership in NYSNA will continue to be for Registered Professional Nurses only.

It is difficult, at this time, to assess the impact on the number of NYSNA members. Membership may be increased by the addition of nurses who are committed to a clear focus on issues relevant to the profession of nursing. Membership may be decreased by the loss of nurses who do not understand or who disapprove of a decision to withdraw.

Some members may elect to join other SNAs in order to participate in ANA affairs. Some members of other SNAs may choose to join NYSNA because of this position.

- b) Registered Nurses with Associate Degrees:

Will Registered Nurses of today who have earned Associate Degrees be excluded from NYSNA?

Emphatically not. In our Entry Into Practice Proposal and every other context, NYSNA has consistently stated that every nurse licensed as a registered professional nurse in this state will now and forever be welcomed into membership in the Association. This proposal simply states that WHEN there are two established careers in nursing (professional and technical nursing) NYSNA will remain an organization of professional nurses.

- c) Technical nurses of the future:

Does the proposal to withdraw represent a disenfranchisement of the future technical nurse?

No. In fact, the NYSNA Board believes that the future technical nurses should be entitled to develop their own organizations to meet their particular needs -- just as the present licensed practical nurses and other occupational groups have done.

7. What would be the effects on individual NYSNA members?

- a) ~~Does~~

The concentration of NYSNA financial resources within NYSNA would enable the Association to consider new and improved services to members, and/or to further reduce member fees for attendance at such functions as NYSNA's continuing education programs.

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b) *Insurance(s)*

NYSNA members may no longer be eligible for ANA group plans. However, NYSNA will offer similar group plans by convention.

c) *Publications*

All ANA publications are available by paid subscription. NYSNA members currently receive only American Nurse without charge.

d) *Convention/CE Programs*

Non-ANA members may participate in ANA sponsored CE programs at a higher registration fee than members.

e) *ANA House of Delegates*

NYSNA no longer would send a delegation to the ANA House of Delegates. However, non-member RNs may attend and speak at the House of Delegates.

f) *Election/Appointment to ANA Positions*

NYSNA members would be ineligible for ANA elected/appointed positions.

g) *ANA Council Affiliation*

NYSNA members would be ineligible for ANA Council affiliation. NYSNA could consider development of additional clinical or functional units to provide the particular information and services currently available through ANA Council affiliation.

h) *ANA Academy of Nursing*

NYSNA members would be ineligible for Academy membership unless the Academy altered its requirement for constituent SNA membership.

i) *Certification*

NYSNA members would continue to be eligible for ANA certification, but would be required to pay a higher fee for this service.

8. What effects could occur with respect to NYSNA's relationships with other organizations?

NYSNA currently maintains organization membership or liaison relationships with more than 30 other health/professional associations. None of these relationships are contingent upon our constituent status, nor is it anticipated that these relationships would in any way be diminished.

ANA is the national member of ICN and would continue to be so. NYSNA members would be ineligible to attend ICN meetings. It would be necessary to study how NYSNA would be able to have a voice in international nursing.

9. How would withdrawal as an ANA constituent affect NYSNA's utilization of the ANA Code for Nurses and professional standards?

NYSNA could consider adoption of ANA Code for Nurses and appropriate professional standards provided they are consistent with NYSNA positions.

NYSNA could consider development of its own Code for Nurses and professional standards. In the past, NYSNA has developed several statements of standards and positions which have been utilized by ANA.

9/27/88
MLO/ker

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ABSTRACTS FROM THE AMERICAN NURSES' ASSOCIATION'S
COMMISSION ON ORGANIZATIONAL ASSESSMENT AND RENEWAL
PROGRESS REPORT, STAGE ONE
AUGUST, 1988

In order to facilitate members' participation in the open forum, sections of the COAR progress report which are specifically related to organizational mission and membership are provided.

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SECTION ONE
COAR PROGRESS REPORT
REVISED

ANA Commission on Organizational Assessment and Renewal

Background Report

Purpose and Scope of Project

The American Nurses' Association Commission on Organizational Assessment and Renewal (COAR) was appointed in December, 1987 to conduct a project proposed to strengthen ANA on behalf of its members, the nursing profession, and the American people through a study of its structure, function, membership base, and interorganizational relationships.

The project encompasses a full, broad, extended study and consensus-building process regarding the mission, purpose, membership, and related structural arrangements within ANA as an evolving federation and regarding the association's relationship to all of organized nursing within a dynamic health care environment.

Need For Project

Periodic assessment and renewal are essential to the relevance, viability, and vitality of all organizations. The need for ANA to engage in organizational assessment and renewal is particularly pressing in that health care is in greater flux than at any period in history. For nursing to be at the cutting edge of the rapid changes in health care, its professional association must be powerfully designed and operated.

A number of factors led the ANA Board of Directors to set the project in motion:

- o Major changes occurring in nursing practice, education, and credentialing required study and possible structural and functional accommodation within ANA.
- o A growing diversity among ANA's member state nurses' associations (SNAs) suggested the need for greater flexibility, heterogeneity and/or dynamism in the structure and function of the American Nurses' Association.
- o Several specific proposals and questions related to membership and related structural arrangements within ANA had come forward to the ANA Board of Directors over the biennium:
 - The decision of the 1987 ANA House of Delegates to admit the associate nurse of the future with full membership rights had been questioned.

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SECTION ONE
CIAR PROGRESS REPORT
REVISED

- It had been proposed that regional groupings of SNAs might come together as one constituent member "SNA."
- Interest had been expressed in establishing new relationships/linkages to specialty and special interest nursing organizations, the National Student Nurses' Association (NSNA), and the federal nursing services.
- ANA councils and the American Academy of Nursing (AAN) had asked for clarification of their rights, responsibilities, and relationship to and within ANA.
- All major sectors of organized nursing were engaged in long range and strategic planning, study, and change, and had acknowledged the need to work collaboratively in these processes. ANA needed to be prepared to articulate its unique role and mission as it collaborated in these efforts.

Charge To The Commission

The Board of Directors established the ANA Commission on Organizational Assessment and Renewal to accomplish the following charge:

- o To identify health trends, professional issues and proposals relative to the mission, membership, structure and functions of ANA through a variety of means, including consultation with state nurses' associations and other units within ANA, representatives of other components of organized nursing, and experts in organizational development, corporate structure and marketing, and in the health field.
- o To make recommendations for the mission, membership, structure, and functions of ANA in consideration of the analysis of these findings.
- o To devise and implement a process for consensus-building within ANA and, as appropriate, with other segments of organized nursing relative to these recommendations.
- o To prepare and present an interim report to the 1988 ANA House of Delegates and to external bodies as appropriate.
- o To bring recommendations for organizational change to the 1989 ANA House of Delegates.

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INTRODUCTION

As an outgrowth of its initial assessment of the organizational environment, the Commission on Organizational Assessment and Renewal identified fundamental issues and related options to be addressed in its study of the American Nurses' Association.

In June 1988, COAR reported progress on its work and sought broad input to expand and refine the initial set of issues and options from constituent state nurses' associations, ANA organizational units, affiliate organizations, and other components of organized nursing.

In July 1988, the COAR Steering Committee met, synthesized this input and revised its initial report. The issues have been expanded and reorganized into the following format:

- I. Organizational Mission
- II. Maintenance of a Viable Constituent in Every State
- III. ANA Membership and Definition of ANA Members
- IV. Criteria and Organizational Arrangements for Membership in ANA's
- V. Control of Standards of Nursing Practice: Reference Groups
 - ANA Councils
 - National Specialty Nursing Organizations
- VI. Dues/Incentives/Other Revenues
- VII. Governance
- VIII. Structure and Financing of ANA's Credentialing Programs
 - Certification
 - Accreditation/Nursing Education
 - Registration of Nurse Specialists
 - Licensure for Nursing Practice
 - Financing of ANA's Accreditation Programs
 - Governance of ANA's Credentialing Programs
- IX. Structure and Financing of Collective Bargaining
- X. Relationships/Linkages with Other National Organizations
 - Functional Nursing Organizations
 - Nursing Students
 - Federal Nursing Services
 - Non-Nursing Organizations

I. ORGANIZATIONAL MISSION

Discussion

The mission of the American Nurses' Association is broad, complex, and encompassing, and has not essentially changed since 1897. Changes internal to ANA and the profession and within the organization's external environment have imposed new program and service requirements, and old programs and services have not been discontinued. At the same time, other national nursing organizations have taken on some overlapping functions.

ANA has evolved into the major voice for the profession and for nursing practice in the health care delivery system, the major voice for the profession in governmental and political affairs, the only national nursing organization with a major programmatic interest in the economic welfare of nurses, the only federation of state nurses associations, the source of aggregate information about nurses and nursing, the only American nurses organization eligible for membership in the International Council of Nurses, and the only national nursing organization with a representative House of Delegates responsible for setting policy for the profession at large.

The mission of the American Nurses' Association is much broader than any, or all, of the critical issues that COAR is addressing. However, all of the functions currently spelled out in ANA bylaws are at least tangentially related to these issues.

In deliberating the way in which organizational functions relate to the mission of the professional organization, COAR has made judgments about how central each of the functions is to the mission of the organization and the way in which resources should be allocated to those functions. COAR's proposal appears on the following three pages.

During the consensus process, organizational and individual respondents will have the opportunity to agree with the categories which COAR has proposed, move functions between funding categories or propose that functions be deleted.

I. Organizational Mission (continued)

Proposal

Implications

Define the statement of Organizational Mission to encompass a Core Mission (to be supported by dues assessment revenue), Growth Activities, (to be supported by dues and non-dues revenue derived from grants, contracts, and other developmental funds) and Self Sustaining activities (to produce revenue sufficient to cover costs).

Core mission activities include:

- definition and control of nursing practice/standard setting
- liaison activities
- government relations
- political action
- clearing house and coordinating functions for constituents
- economic and general welfare
- communications
- issues management
- performance of the spokesperson role
- international representation

Growth activities include:

- data base development/maintenance
- research and development
- planning and direction for the preferred future
- venture capital development

III. ANA MEMBERSHIP AND DEFINITION OF ANA MEMBERS

Issue

It was anticipated that adoption of the Federation structure would increase the number of individual members of SNAs, in that the separately incorporated constituents would have the flexibility to establish new categories of membership and membership dues and to experiment with the concept of organizational membership in SNAs. However, anticipated flexibility in criteria for SNA membership has not been authorized by the ANA House of Delegates. Furthermore, SNA membership penetration of the RN population has slightly declined overall.

Options

Implications

1. Status quo
2. Provision of direct individual membership in the American Nurses' Association at the national level.
3. Broadening the Federation to include constituents, in addition to SNAs, that meet established criteria related to organizational mission, membership, governance, finances, stability, size, and geographic scope. In this option the members of ANA would be organizations, i.e. SNAs and other national specialty and special interest nursing organizations.

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IV. CRITERIA AND ORGANIZATIONAL ARRANGEMENTS FOR MEMBERSHIP IN SNA'S

Issues

The American Nurse's Association, prior to the Federation, and the SNAs, have been made up exclusively of individual nurse members. As to those individuals, RNs only have been historically and are currently eligible for membership in ANA and its constituent SNAs. As state licensure requirements change to differentiate between professional (RN) and associate nurses, for "entry" into practice, the organization must resolve three questions: "Who will be the individual members of ANA's constituents? What will be their rights of participation? How might differences be accommodated structurally?"

Options

Implications

1. All Registered Nurses (RNs).
2. RNs plus Associate Nurses (ANs)* with ANs having have equal rights and privileges.
3. RNs plus ANs with ANs having limited rights and privileges.
4. RNs plus ANs with ANs being differentiated organizationally. (i.e. within separate internal structures)
5. RNs, ANs, and non-nurses with non-nurses having equal rights and privileges.
6. RNs, ANs and non-nurses with non-nurses having limited rights and privileges.

*Definition of an Associate Nurse may vary according to a given states decision regarding grandfathering of LPNs. "Associate Nurse" used herein will be such as each state defines it.

IV. Criteria and Organizational Arrangements for Membership in SNA's (continued)

Options

Implications

7. RNs, ANs and non-nurses with non-nurses being differentiated organizationally. (i.e. within separate internal structures)
8. Adoption of criterion for constituent states which requires the SNA to have a majority or designated percentage of RN members.
9. Broadening of criteria for SNA membership in ANA, allowing SNAs to define their own individual members.
10. Adoption of qualifications recognizing constituent member rights to have organizations as members.
11. Provision for technical nurses of the future with associate membership initially, and full membership with longevity in the association.
12. Separate parallel and interlocking organizations of professional and technical nurses.

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IV. Criteria and Organizational Arrangements for Membership in SNA's (continued)

Options

Implications

13. Separate organization of technical nurses as an organizational member of ANA.

14. Organizations of nursing students admitted to organizational membership in the above organizations.

15. Transitional structure with SNAs "phasing in" as they enact entry and conform to ANA Bylaws.

16. Postponement of action on this issue until entry is more widely implemented.

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THE NEW YORK STATE NURSES ASSOCIATION

Response to the Commission on Organizational Assessment and
Renewal: Progress Report, Stage One, Revised

September 19, 1988

The Board of Directors of The New York State Nurses Association has reviewed the revised progress report of the Commission on Organizational Assessment and Renewal and has prepared the following response for the Commission's consideration.

INTRODUCTION

There are three broad areas of concern which the Board has identified with respect to the Progress Report: the scope of the study, the time frame within which the study is being conducted, and the information available to participants reviewing the report.

Scope of the Study

The Board recognizes that the Commission has sought to define the study in the broadest possible terms and to identify every possible organizational structure relevant to the study. This, in fact, may become the greatest limiting aspect of the study: The options and variables identified are so many and their scope so wide that it may well be impossible to conduct the in-depth analysis of the options that must precede the selection of any one or more "preferred options."

The identified issues appear unrelated to the systematic analysis proposed by the report. What may have begun as a study of structure now includes programmatic concerns, financial administration, the processes of internal and external relationships and concerns of particular constituencies. This collection of issues is inappropriate in its inception and will be impossible to handle as a consensus process.

Time Frame

A second dimension of the progress report that is particularly troubling to the Board is the proposed time frame for consensus building and bylaws proposals. The proximity of the NYSNA convention (October 16-19) precludes this association's full participation in the process as described. Moreover, it is apparent that the Commission envisions a process that may result in sweeping proposals for change of the organization's structure and function. Any one of the ten issues and associated options involves major shifts in direction of the Association. Such proposed changes should be proposed, analyzed, communicated to the membership, debated and brought to decision in a deliberative process which provides adequate opportunity for thorough inspection of all relevant information by constituent SNAs and their members prior to action.

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Adoption of the Federation model in 1982 was preceded by such a process. In the view of the NYSNA Board of Directors, the issue of future membership lacked such an approach, leading to the present organizational crisis. It is critical to the future of ANA and its constituent members that any changes deriving from the COAR study NOT be taken prematurely. From this perspective, it is highly unrealistic and inappropriate that any broad restructuring of the Association be proposed and acted upon by the 1989 House of Delegates.

Analysis of Options

A third major concern of the Board is the lack of any analytical information appended to the options under consideration. In the NYSNA Board's view, it is not possible to select "preferred options" absent a presentation of information and evaluation of the current status of each issue as well as the advantages and disadvantages of each option proposed. The ten issues presented appear to reflect underlying beliefs of the Commission that there is presently an organizational problem in each area. However, there is no accompanying factual assessment of the nature of those problems, the desirability of change or the implications of various options.

NYSNA PERSPECTIVE

The NYSNA Board believes that the Commission's study has derived from and is inextricably linked to the issues of organizational mission and membership. If there are "fundamental" issues among the ten identified, these two clearly form the basis from which all others flow. Any organization is defined by its basic mission statement and its composition. The organization's functions and the structure needed to carry out those functions can, and should, change over time. Its fundamental purpose (mission), and its core membership should have stability and consistency over time.

The issues of mission and membership were sharply focused by the action of the 1987 House of Delegates redefining the membership to include the technical nurse of the future. NYSNA, the Pennsylvania Nurses Association, the Indiana Nurses Association, the Connecticut Nurses Association, and now possibly others have interpreted that action as unacceptably altering the fundamental nature and mission of the American Nurses' Association.

The difficult issues of organizational mission and membership are now embedded in an extremely diffuse and complex study. This diffusion and complexity are neither needed nor efficient. While the NYSNA Board understands the great difficulty in seeking a resolution to this problem within a climate of diverse and strongly held opinions, the Board nevertheless feels that the current scope of the study compounds the problem. The membership and mission issues have been redefined by the Commission as two elements of a much broader study. By means of this redefinition, the Commission invites profound organizational divisions. Undoubtedly, each of the ten identified issues will now become

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the focus of some constituency's "bottom line." One has only to recall the enormous difficulty of achieving "consensus" on the Federation model to imagine the probable outcomes of the Commission's consensus building process related to ten equally powerful and fractious issues.

The Commission and its progress report appear to have concluded that significant changes are needed in a variety of areas. References to the "new ANA" suggest that the Commission has already decided that a new organization is needed. The NYSNA Board respectfully suggests that this basic assumption has not been documented in the report and may, in fact, be incorrect.

It is evident that the incomplete implementation of the Federation model has given rise to several new initiatives to correct and refine that situation. The situation suggests that it may have been more appropriate that the focus of COAR be on: (1) how to achieve the expected goals of the Federation, (2) the obvious need for continuing evaluation of the Federation's effectiveness, and (3) how to resolve the mission and membership issues. The issue at hand was not how to redefine and restructure the entire Association.

In October of this year, the mission and membership issues and our relationship to the American Nurses' Association will be brought back to our membership for reconsideration. It is of great concern to the NYSNA Board of Directors that the content, scope and process of the COAR study have not provided to the members of NYSNA a timely and sufficient response on these fundamental issues.

QUESTIONS AND SUGGESTIONS

The NYSNA Board has raised the following questions and suggestions for the Commission's consideration:

1. The progress report contains no statement of the fundamental beliefs/values which shape the Association. Such a statement should precede consideration of any of the issues.

2. The issue of organizational mission does not state or describe the existing mission statement. An organization's mission is not a list of functions or activities nor a list of their financial implications for the association; it is a basic description of the association's purpose.

3. The deletion of material on assessment of the current status of the organization appears to have resulted from objections to the strong negative portrayal of the Association in the first report. However, the report should contain some description and evaluation of the problems or weaknesses which have been addressed by each of the ten issues.

4. The August 1 - November 1 timetable for the consensus building process is inadequate. This is particularly evident given the fact that the Commission has not provided any analytical information for the identified options. Also, the Commission

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should consider that many constituent state nurses associations hold their annual meetings late in October, and others as late as November. Does the Commission anticipate identifying the "pros, cons, and implications" of each option in the very near future? If not, it is quite unlikely that informed choices among those options will be made.

It is our expectation that all requests for feedback made in the consensus building process will be directed through the constituent state nurses associations, in accordance with the Federation model.

5. The report refers to involvement of several external interest groups. Have these groups been invited to consider the "preferred options"?

6. The criteria which have been given as the Commission's framework for the evaluation of options have not been operationalized. The Commission may find it helpful to define those criteria in measurable terms in order to achieve a useful framework for assessment of the cost and benefits of each option.

CONCLUSION

The NYSNA Board is deeply concerned that the direction of COAR suggests the need and intent to propose profound changes in the structure and function of the American Nurses' Association. In our view, it was the issue of future membership and its relationship to the mission of the Association which prompted the study. On behalf of the NYSNA membership, the NYSNA Board of Directors strongly urges the Commission to recognize this fact and, in 1989, to focus the study on bringing these critical issues to resolution. Once these issues are successfully addressed, and the Federation model is fully implemented, resolution of the remaining issues could be achieved by the usual decision-making processes of the Association.

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1 non-member badge...

2 (background discussion and laughter)

3 ...be certain that only members are seated in
4 the member section. We have a large section for non-members.

5 More seats can be obtained for non-members if necessary. Mimi
6 Gonzalez just checked my badge, I am allowed to stay.

7 It is now 11:05. We will now take up the
8 special order of business which consists of the three proposed
9 amendments and the motion for withdrawal from ANA. Please
10 refer to page 2 of the green handout, Analysis of Impact of
11 Withdrawal from ANA on NYSNA. The Board of Directors will
12 present the three amendments for your consideration and they
13 will also submit a substitute resolution. Following the pre-
14 sentation of these amendments and the substitute resolution
15 President Elect Juanita Hunter will present the Board's
16 rationale for the substitute resolution. The Chair recognizes
17 Secretary Maggie Jacobs.

18 SECRETARY JACOBS: On behalf of the Board I
19 present the following proposed by-law amendment. The proposed
20 amendment to Article 11, Nominations Section 2 is deletion
21 of the second paragraph which reads:

22 In the odd years it shall also request the names of members
23 who are qualified and willing to serve if elected as delegates
24 and alternates to the American Nurses Associations Convention
25 and special meetings.

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1 The proposed amendment to Article 12, Elect.
2 Section 1 is:

3 Deletion of the words "and delegates and alternates to the
4 American Nurses Association House of Delegates".

5 The section would be revised editorially to read:
6 "Election of officers, directors at large and nominating com-
7 mittee by qualified members shall be by secret mail ballot".

8 The proposed amendment to Article 18, Organ-
9 izational Membership in American Nurses Association is deletion
10 of the entire Article.

11 These are the by-law amendments which have been
12 published and distributed for your consideration. In addition
13 the Board of Directors proposes the following substitute res-
14 olution:

15 WHEREAS, state nurses associations were envisioned by nur-
16 sing's early leaders as the last link in the chain
17 of their plan for a national self-governing organ-
18 ization of professional nurses;

19 WHEREAS, the New York State Nurses Association, as the first
20 state nurses association in the country, embraced
21 as its primary purpose securing legal recognition
22 of nursing as a profession in order to better serve
23 society;

24 WHEREAS, the New York State Nurses Association since its
25 founding in 1901 has adhered to its purpose and has

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1 cooperated with ANA and other state nurses assoc-
2 iations in carrying out the organization's original
3 mission;

4 WHEREAS, the 1987 ANA House of Delegates voted to change the
5 nature, composition and mission of the original
6 organization of professional nurses; therefore be it

7 RESOLVED, that NYSNA remain committed to preserve and maintain
8 the historic nature, mission and goals of the New
9 York State Nurses Association as the professional
10 association for registered nurses in New York State,
11 and be it further

12 RESOLVED, that NYSNA and its delegates to the 1988 ANA House
13 of Delegates pursue all available means to reinstate
14 ANA's original mission and purpose as a national
15 self-governing organization of professional nurses

16 and to maintain the constituent SNAs as organizations
17 of registered professional nurses, and be it further

18 RESOLVED, that a report of progress toward achievement of these
19 goals, the proposed NYSNA by-laws amendments, and
20 the resolution related to withdrawal from ANA be
21 submitted to the 1988 NYSNA Voting Body.

22 Madam President on behalf of the Board of Directors I move
23 adoption of the substitute resolution. (applause)

24 PRESIDENT BURNS: Thank you Maggie. The sub-
25 stitute resolution is now pending. The Chair requests Pres-

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1 ident Elect Hunter to present the rationale on behalf of the
2 Board.

3 PRESIDENT-ELECT JUANITA HUNTER: In June 1987
4 the ANA House of Delegates voted by an overwhelming majority
5 to abandon its commitment to represent the profession of nur-
6 sing and adopted an occupational model. In the opinion of the
7 NYSNA Board this action was irrevocable and final. The events
8 surrounding this action were so timed that NYSNA's Board of
9 Delegates were denied the opportunity to consult our member-
10 ship. Our protests and pleas for delay were ignored and it
11 was apparent to the delegates that there was little or no sym-
12 pathy for New York's position. Following the House action
13 the Board pondered the responsibility to this membership which
14 has a right to be heard. The issue identified was, should
15 NYSNA remain an association of professional nurses or should
16 it accomodate the occupational model. After study, deliber-
17 ation and the advice of legal counsel the NYSNA Board acted.
18 The clearest possible way to frame the question was to propose
19 by-law amendments which deleted all reference to our con-
20 stituent status in ANA, followed by a motion to withdraw.
21 A first class letter to that effect was mailed to every member
22 and the President and Executive Director of ANA were notified
23 of our action. Twenty-two forums were held throughout the
24 state and a 23rd was planned for convention. The purpose of
25 the forums was to explain the Board's action, provide infor-

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1 nation and receive feedback from our members. A record was
2 made of every letter, every phone call and extensive notes
3 were taken at every forum.

4 Yesterday late in the afternoon the Board of
5 Directors met and pondered what we have heard. It is our
6 sense that there is overwhelming support in New York State
7 for maintenance of the professional model. (applause) However,
8 there have been repeated requests for an action, short of
9 withdrawal on November 1. (applause) In addition there is
10 still considerable confusion as to the meaning of the asso-
11 ciate nurse. Subsequent to the July NYSNA Board meeting there
12 had been activities at the National level that gave us a faint
13 glimmer of hope that the professional model can be preserved.
14 The Executive Committee of ANA met with the Executive Committee
15 of NYSNA in Guilderland. There have been numerous conference
16 calls and a meeting between the executive committee of the con-
17 stituent forum and the ANA Board. The ANA President and Board
18 have pledged themselves to a full and complete study of the
19 membership issue. Two of the states that voted with us have
20 taken action. Connecticut has requested action to delay im-
21 plementation of the by-laws. Pennsylvania voted last week at
22 its convention to delay it's withdrawal. Two other states,
23 New Hampshire and South Dakota, have asked us to delay. We
24 are not comfortable with the vague nature of the ANA Board's
25 commitment and there is no documented evidence that the large

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1 states that led the drive to the occupational model are willing
2 to reconsider. However, a sizable portion of our membership
3 is pleading with us to try once more to work within ANA. We
4 have no desire to ignore them as we were ignored in Kansas
5 City.

6 The Board is not sanguined about the possibility
7 of an easy resolution of this dispute. We believe that NYSNA
8 can be protected if our resolution makes clear that we will
9 monitor ANA activities. If a satisfactory resolution cannot
10 be reached, by-laws and withdrawal will be acted on at our
11 1988 convention. If ANA wants NYSNA as a member then the ANA
12 Board must take leadership in making that happen. (applause)
13 If this resolution is adopted New York has the opportunity
14 to once more make its case at the National level and its mem-
15 bership will review that action in 1988.

16 The Board wishes to represent the interest of
17 every one of our 30,000 members. We are aware that many of
18 you, for many of you this action may be perceived as a retreat.
19 But we believe it is consistent with our past actions and our
20 leadership role. We had been radical in affirming our com-
21 mitment to professional nursing but we can also moderate when
22 the circumstances call for moderation. The final word is that
23 NYSNA will remain the voice of professional nursing in New
24 York State. (applause)

25 PRESIDENT BURNS: At this time the Chair wishes

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1 to explain the procedure for discussing the pending by-laws
2 amendments and substitute resolution. The discussion shall
3 first be on the by-laws amendments as published and circulated.
4 Please turn to page 2 of the green handout. Following dis-
5 cussion of the proposed by-law amendments the Chair will en-
6 tertain discussion on the Board's proposed substitute resol-
7 ution. You have heard the resolution, the Chair will read for
8 you again the resolves as follows:

9 RESOLVED, that NYSNA remain committed to preserve and maintain
10 the historic nature, mission and goals of the New
11 York State Nurses Association as the professional
12 association for registered nurses in New York State,
13 and be it further

14 RESOLVED, that NYSNA and its delegates to the 1988 ANA House
15 of Delegates pursue all available means to reinstate
16 ANA's original mission and purpose as a national
17 self-governing organization of professional nurses
18 and to maintain the constituent SNAs at organ-
19 izations of registered professional nurses, and be
20 it further

21 RESOLVED, that a report of progress toward achievement of these
22 goals, the proposed NYSNA by-laws amendments, and
23 the resolution related to withdrawal from ANA be
24 submitted to the 1988 NYSNA Voting Body.

25 Following discussion of the substitute resolution the vote

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1 will be taken on whether to substitute the proposed resolution
2 for the by-law amendments. The floor is now open for dis-
3 cussion on the by-law amendments. Point of order at micro-
4 phone 4.

5 MARY PINNIN: Yes, Madam President, parliamen-
6 tary inquiry. Would it be possible for us to deal with the
7 substitute resolution first?

8 PRESIDENT BURNS: No it is not. We've had dis-
9 cussion with the parliamentarian about that and conferral to
10 be certain that we have exactly the right procedure. Micro-
11 phone 4.

12 CATHRYNE WELCH: Thank you Madam President,
13 point of parliamentary inquiry. For those persons wishing to
14 support the Board's substitute resolution but who do not wish
15 to confuse the issue by a confused vote on the by-laws amend-
16 ments, would it be possible for us to have your advice about
17 what action on these by-laws amendments is consistent with a
18 vote to support the substitute resolution.

19 PRESIDENT BURNS: I'll ask Dr. Bierbaum to re-
20 spond.

21 DR. BIERBAUM: There's some confusion about
22 the fact that discussion will first occur on the by-law amend-
23 ments. This is discussion only, there will be no vote on the
24 by-law amendments. I think that's where the discussion is.
25 The procedure is that first there will be the discussion on

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1 the by-law amendments with opportunity to amend if desired.
2 no vote will be taken, then there will be discussion on the
3 resolution that was just distributed with opportunity for
4 amendment if desired. Following discussion of both of these
5 items, the by-law amendments and the resolution, then the vote
6 will be taken on whether to substitute the resolution that
7 was distributed for the by-law amendments. If that vote is
8 carried the resolution will then be pending and the by-laws
9 will be moved, they will not come before the assembly at all
10 if that resolution is adopted. The pending motion then would
11 be the substitute resolution.

12 Was there further question that I did not an-
13 swer?

14 MS. WELCH: No, a different question please.

15 PRESIDENT BURNS: Microphone 4.

16 MS. WELCH: Thank you Madam President. Cath-
17 ryne Welch. In the event that the substitute motion is de-
18 feated and the original motion is approved, what is the dis-
19 position of the by-laws amendment at that point, by-laws amend-
20 ments at that point?

21 PRESIDENT BURNS: If the substitute resolution
22 is defeated the by-laws amendments then become the pending
23 question and will require a 2/3 vote of the voting body. Are
24 we clear? Microphone 4.

25 DIANA MASON: Diana Mason, district 13. Point

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1 of parliamentary procedure. If the, it's been five hours of
2 sleep so forgive me, if the substitute amendment is voted down
3 would there still be opportunity to amend the by-laws proposal?

4 PRESIDENT BURNS: No, the amendment of the by-
5 laws must take place, discussion and amendment of the by-laws
6 must take place first.

7 MS. MASON: Thank you.

8 PRESIDENT BURNS: Microphone 2. The by-laws
9 amendments are now pending for discussion. Is there anyone
10 at the mics who wishes to speak to the by-laws amendments?
11 Microphone 3.

12 MICROPHONE 3: I'm not sure yet.

13 PRESIDENT BURNS: There's one behind you who is
14 raising her hand, so let her speak please. Thank you.

15 JANET CADOGAN: Janet Cadogan, district 14.
16 Kings County Hospital. Madam Chair, I came to convention
17 supporting NYSNA's position that the Board took. I supported
18 that position because I placed my professional association
19 first and I consider the decision by the Board to be a very
20 important decision and I supported that decision. The resol-
21 ution made by the Board are presented to us today, I have to
22 give my support to that resolution as well. It came from the
23 Board, I hope that the Board will be guiding us in the right
24 direction and I give my full support to this resolution, hope-
25 ful that this will mean what it says. Saying that I mean we

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1 don't want 1988 to come back with a further resolution. We
2 hope that we wouldn't need to use our original resolution or
3 by-law.

4 PRESIDENT BURNS: Please understand, discussion
5 now should be limited to the by-laws amendments. Microphone
6 3 do you wish to speak to the by-laws?

7 MICROPHONE 3: No.

8 PRESIDENT BURNS: Microphone 4, is there anyone?
9 Microphone 1.

10 THELMA SHORR: Thelma Shorr, member. I move
11 to close debate.

12 PRESIDENT BURNS: I'm sorry I didn't hear you.

13 MS. SHORR: I move to close debate.

14 PRESIDENT BURNS: The motion has been made to
15 close debate on the by-laws. That will close debate on the
16 by-laws amendments only, and it requires a 2/3 vote. Those
17 in favor of closing debate please raise your hands. Those
18 opposed please raise your hands. The motion to close debate
19 on the by-laws amendments has carried. The resolution is now
20 pending for discussion. Microphone 3.

21 ELEANOR LAMBERTSON: Eleanor Lamberston. I
22 speak in support of the resolution and commend Juanita Hunter
23 for the clarification of the presentation for the group because
24 many were not available yesterday, this would help. I would
25 hope that the membership present vote to support the Board.

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1 They were elected by you and there was criticism yesterday that
2 the board of ANA was not supported by the House of Delegates.
3 Serious thought has been given to it and the delay many of us
4 believe is very important in terms of working through some of
5 the issues and problems that were presented before.

6 PRESIDENT BURNS: Thank you. Microphone 2.

7 SISTER THERESA GRAF: Madam Chair, Sister Terry
8 Graf, district 14. I commend the board and I speak in favor
9 of the resolution. The Board has listened to the membership
10 at all 24 forums and again today. The commitment to profess-
11 ional practice is clear, the desire to work with the ANA is
12 clear, the respect for the historic purpose and leadership
13 role of NYSNA is clear and this gives us, the membership, an
14 opportunity to work for unity. Thank you. (applause)

15 PRESIDENT BURNS: Microphone 2.

16 KAREN DUFFY DURNIM: Karen Duffy Durnim, dis-
17 trict 2. I commend the Board's decision and I'm in support
18 of the substitute resolution. I think this is to be viewed
19 as a victory for collaboration within the community of nursing
20 in New York State. We need to work together for the welfare
21 of all of us and this measure demonstrates the ability to work
22 together on behalf of the ANA and NYSNA. Thank you very much.
23 (applause)

24 PRESIDENT BURNS: Microphone 3.

25 JOSEPHINE BOLUS: My name is Josephine Bolus,

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1 district 14, and I do not agree with this resolution. I do
2 not want to fit the part of ANA even for 1 year, if it is not
3 the professional organization that I thought it was to begin
4 with. (applause) I vote that we vote on it now.

5 PRESIDENT BURNS: Thank you. Microphone 1.

6 PATRICIA HOLLERMAN: Patricia Hollerman, New
7 York City district 13. I speak in favor of the substitute
8 resolution, I commend the Board for its exercise in wise and
9 courageous leadership in giving us an opportunity to explore
10 all avenues open to us and for supporting nurses, supporting
11 nurses all over the country by staying together. (applause)

12 PRESIDENT BURNS: Thank you, microphone 3.

13 VERLIA BROWN: Verlia Brown, district 14. At
14 the June meeting in Kansas City the ANA Board of Directors
15 recommended that the Delegate body delay the action regarding
16 the membership of the Association until the task force work
17 is completed. However, a motion was placed on the floor to
18 proceed with the issue. The delegates chose to ignore the
19 Board's recommendation. Based on the decision made by the House
20 of Delegates we the members of the New York State Nurses Assoc-
21 iation are being pushed to make a decision regarding our mem-
22 bership continuing in an organization that will no longer
23 represent the professional nurse. We are not being precipitous,
24 we are merely acting as a result of the delegates action.
25 Therefore I urge the members of this voting body to support

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1 the action of the New York State Nurses Association.

2 PRESIDENT BURNS: Thank you, microphone 1.

3 MARVA WADE: Marva Wade, district 13. I would
4 like to thank the Board as well for this resolution and I
5 speak in favor of it. I think it is extremely important that
6 nursing as a group stick together under the ANA, that if we're
7 going to get anything done for ourselves in these United States
8 of America we cannot appear to be fragmented and fighting
9 among ourselves. Thank you. (applause)

10 PRESIDENT BURNS: Microphone 1.

11 SUSAN FRAILEY: Thank you Madam President.

12 I am Susan Frailey, member and past President of the Asso-
13 ciation. I rise to speak on behalf of myself, 6 other past
14 presidents, Cecelia Mulvey, Elaine Beletz, Paul Hagerman, Janet
15 Manse and Laura Simms. And two past executive directors Ver-
16 onica Driscoll and Kathryne Welch. We have been and remain
17 unequivocally and totally committed to the New York State
18 nurses association Board of Directors original proposal to
19 preserve the professional society by withdrawal from the occ-
20 upational organization created by the 1987 ANA House of Del-
21 egates. Nonetheless, we also respect the NYSNA Boards current
22 assessment that the objective to preserve the professional
23 society may be possible through other interim action. It is
24 our expectation that the progress report presented to the 1988
25 NYSNA voting body will include the statement that the 1988

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1 ANA House of Delegates has revoked the 1987 by-laws amendment
2 which converted ANA to an occupational organization. We urge
3 support of the Board's substitute resolution. Thank you.
4 (applause)

5 PRESIDENT BURNS: Thank you, microphone 4.

6 CLAIRE MURRAY: Claire Murray, district 9, and
7 member of the ANA Board. A few years ago in paraphrasing
8 Sirrot I told this group what the NYSNA meant to me as a pro-
9 fessional. Sirrot said that what every person needs is a rock
10 of granite to stand on and a star to guide its way. For me
11 NYSNA has served the purpose of the rock and the star. It
12 continues to do so. I applaud the actions taken by the Board
13 of Directors, the courageous actions taken by the Board of
14 Directors in demonstrating their commitment to the mission of
15 NYSNA as stated by our founders in 1901. And I was proud to
16 be a member of the delegation at the ANA House that fought for
17 the professional model. I continue to assure you that I am
18 committed to that model and will continue to fight for that.
19 (applause) That is the reason that I support the Boards cur-
20 rent proposal to defer action. I believe that ANA and the
21 profession of nursing needs the leadership of NYSNA. (applause)
22 The ANA Board at our September meeting did unanimously, to the
23 best of my recollection, vote to proceed with the immediate
24 study as you indicated. The report of that study is scheduled
25 to be given to the House in 1989 and recommendations in 1989.

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1 I believe that the principle of the professional model is
2 worth fighting for and I believe that ANA and the profession
3 need NYSNA to be part of that negotiation because if NYSNA is
4 not there, who will be fighting for the professional model.
5 I do not believe that we need to implement by-laws now because
6 it grieves me to say we have not yet passed entry. I wish we
7 had and I wish we had that problem but we don't have that
8 problem today. There is time for continued debate, God knows
9 NYSNA has never been fearful of being a lonely campaigner for
10 a very valuable cause and I urge you to continue to do so.
11 (applause)

12 PRESIDENT BURNS: Thank you, microphone 1.

13 THELMA SHORR: Thelma Shorr, member. This is
14 the first time that I've actually taken a microphone on the
15 floor since 1950 when I was involved in a collective action
16 and NYSNA in person have enabled that mold and ANA in the per-
17 son of Thelma Laird came to my rescue, cause I think I would
18 have gone down the tube. And they helped me to win the col-
19 lective action that I was in the midst of. And that's when I
20 went to AJN and I have never gotten up because I haven't felt
21 it proper for the press to express an opinion. But I feel so
22 very strongly about the way we're thinking about kicking our-
23 selves in the foot at a time when we're crying for unity, and
24 there's a lot that this profession needs to perfect itself.
25 And this is a time with the shortage, with the publicity that

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1 we're getting, with people screaming because there's such a
2 lack of nurses that we can it, I mean we've got to capitalize
3 on it. I don't mean take advantage of it but it's a...yes I do,
4 okay, I mean we got to help patient care but it's a time when
5 we can really help ourselves but not if we splinter and not
6 if we make our biggest issue an organizational one. We really
7 got to move together (applause) and improve the whole pro-
8 fession. The very things that are keeping people from going
9 in, our student rate is abhorrent, it's despicable, and the
10 SAT score that we've dropped to, I mean those are the things
11 we've got to turn ourselves to, not tear ourselves in pieces
12 here fighting one another. (applause) Thank you.

13 PRESIDENT BURNS: Thank you, microphone 2.

14 BARBARA HOLDER: Barbara Holder, district 14.
15 I strongly support this new resolution and I commend the Board
16 for their brave action. I challenge the membership to support
17 the Board by working very hard to try to change the opinion
18 of members of other state nursing organizations within ANA so
19 that in 1988 the House of Delegates will come together and
20 vote for the professional model we all are committed to.

21 PRESIDENT BURNS: Thank you. Microphone 2.

22 FLORENCE HUEY: Florence Huey, district 13.

23 I call the question.

24 PRESIDENT BURNS: It needs a second. It re-
25 quires a 2/3 vote. Those in favor of closing the question

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1 please raise your hands. Those opposed please raise your
2 hands. The motion carries. The vote which will now be taken
3 is on whether to substitute the proposed resolution for the
4 by-laws amendment, and it requires a majority vote. Is every-
5 one clear? The vote that we now take is simply whether or
6 not we will substitute the proposed resolution for the by-laws
7 amendments. Those in favor please raise your hands. Please
8 lower them. Those opposed please raise your hands. Thank
9 you. (applause) We still must now vote on the pending resolu-
10 tion. Point of order.

11 GERTRUDE TORRES: Madam President.

12 PRESIDENT BURNS: Yes.

13 MS. TORRES: I would like the record to show
14 the degree of the vote. I noticed very few hands for the neg-
15 ative and I think if we counted just the negatives it would
16 give some kind of message to the rest of the world.

17 PRESIDENT BURNS: Remember now that vote was
18 only to substitute our resolution for the proposed by-laws.

19 MS. TORRES: Then I would ask you do it when-
20 ever what I'm asking happens.

21 PRESIDENT BURNS: The vote which will now be
22 taken is whether or not to adopt the substitute resolution.
23 Point of order at microphone 4. The floor is open for dis-
24 cussion of the resolution now.

25 ELSIE BANDMAN: Elsie Bandman, district 13, New

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1 York City. May I ask a question.

2 PRESIDENT BURNS: Yes, please do.

3 MS. BANDMAN: I am unequivocally in support of
4 the organization, of the professional model, wow what a slip
5 that was. The Board has shown itself to be of high moral or-
6 der. Not only have they refused to use the expedient kind of
7 thing, popularity, nursing shortage, they have acted on prin-
8 ciple. They have acted also on the principles that the mem-
9 bers that are not able to be here today will have a whole year
10 to consider, to debate, and to discuss. (applause) I think
11 that this Board has shown itself to be of a very high moral
12 caliber. I would ask this membership, composed of people un-
13 like myself who have other ideas about this, all of us to show
14 our unanimous support on the Board of Directors substitute
15 resolution and give them a unanimous vote of support. (app-
16 lause)

17 PRESIDENT BURNS: Thank you very much, but we
18 still must have a vote. I still must call for a vote and the
19 floor is still open for discussion of the substitute resolu-
20 tion. Microphone 3.

21 KATHLEEN CARMODY: Kathleen Carmody, district
22 13. In reference to the last resolve, the report of progress.
23 I heard Margaretta Stiles say that there would be a progress
24 report in June of 88 to ANA Convention and recommendation the
25 following year. Do you think we could expedite that movement

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1 so that the study could be done in less time than two years
2 with recommendations made in June of 88?

3 PRESIDENT BURNS: I think the difficulty is that
4 our Board cannot direct the ANA Board's actions. Our resolu-
5 tion is intended to make clear that regardless of what ANA
6 does, this body will make its own decision about the action
7 which has taken place. Microphone 3. I'm sorry, microphone 2.

8 NANCY SWEENEY: Nancy Sweeney, district 15.
9 I have a motion please.

10 PRESIDENT BURNS: Do you have a second? And
11 do we have a copy?

12 MS. SWEENEY: Yes you have a copy.

13 PRESIDENT BURNS: Would you read your motion?

14 MS. SWEENEY: I move that the proposed resolu-
15 tion regarding organization mission be accepted as stated.

16 PRESIDENT BURNS: The resolution is already
17 pending, therefore your motion is not in order. Thank you
18 anyway. Microphone 4.

19 KAREN DAVENPORT: Karen Davenport, district 9
20 I'd like to call the question.

21 PRESIDENT BURNS: Needs a second. And it re-
22 quires a 2/3 vote. Those in favor of closing debate please
23 raise your hands. Please lower them. Those opposed please
24 raise your hands. Thank you. The vote now is on the sub-
25 stitute resolution. Do you wish to have it read? Yes. The

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1 Secretary will read the resolves.

2 SECRETARY JACOBS: The substitute resolution
3 re: Organizational Mission.

4 PRESIDENT BURNS: Point of order, microphone 4.

5 VICKI ROSENBERG: Hi, Vicki Rosenberg, district
6 10. I have just a question which I believe is a point of or-
7 der regarding the last resolve. Is it necessary to clarify
8 that the report of progress toward achievement of these goals,
9 the proposed NYSNA by-laws amendments and the resolution be
10 indicated as being what we discussed in 1987. Does that need
11 to be clarified in that final resolve?

12 PRESIDENT BURNS: I believe that it will be
13 clear from the record of this meeting and the minutes of this
14 meeting, and the transcripts of this meeting, the exact mean-
15 ing of that last resolve. Is that suitable?

16 MS. ROSENBERG: It's suitable, I'm just worried
17 that somebody might come up later and say, well are we going
18 to propose new by-laws amendments, etc.

19 PRESIDENT BURNS: I don't see how that can
20 happen. Board mic.

21 RITA REIS WIECZOREK: Rita Wieczorek. I would
22 just like to ask one question to make sure that what I heard
23 was right so it's part of the record. When Susan Fraley was
24 speaking at the mic, did she not say that part of the progress
25 report would be that we would expect to see at the 1988 House

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1 of Delegates meeting of the ANA, I mean 88, yeah it will be
2 in 88, of ANA would change the ANA by-laws.

3 PRESIDENT BURNS: You're asking Susan to give
4 you that information? Remember debate is closed.

5 MS. WIECZOREK: Yeah, I'm asking Susan because
6 I want to make sure that I heard what she said she wanted part
7 of the progress report. I real do feel since it's part of
8 the record I would like her to go over that section since I
9 know that she read it so I hear it clearly.

10 FLOOR: Excuse me, point of order.

11 MS. WIECZOREK: If you would indulge me in that
12 subject.

13 PRESIDENT BURNS: Point of order at micro-
14 phone 4.

15 MICROPHONE 4: Point of order. I believe the
16 question has been called on this issue and I'm hearing ques-

17 tions that got into discussion of issues of debate.

18 PRESIDENT BURNS: There is a request for infor-
19 mation which is perfectly in order at this time. The Chair
20 requests Susan Frailey to go to the mic, and give that infor-
21 mation.

22 MS. FRAILEY: Thank you. I wish to make it
23 clear that my statement was in the form of a statement and
24 not an amendment or a motion. My statement was, it is our
25 expectation that the progress report presented to the 1988

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1 NYSNA voting body will include the statement that the 1988
2 ANA House of Delegates has revoked the 1987 by-laws amend-
3 ments which converted ANA to an occupational organization.

4 PRESIDENT BURNS: Point of order at microphone
5 4.

6 JOANNE BYRNES: The point of information that
7 was requested from the Board, Joanne Byrnes, district 7, is
8 a question in regards to discussion and an opinion offered by
9 Ms. Frailey for a group of people. It is not a point of infor-
10 mation on the matter pending and it seemed like it was out of
11 order to me...

12 PRESIDENT BURNS: No, it was a request for in-
13 formation.

14 MS. BYRNES: ...and I would ask for a ruling
15 from the parliamentarian.

16 PRESIDENT BURNS: It was in order, it was a

17 request for information. The Chair would like to make clear
18 that debate is closed. It is the intent that we will return
19 to the 1988 voting body, the by-laws amendments and the re-
20 solution which were presented originally at this voting body.
21 That intent is clear, and we should since debate has been
22 closed come to a vote as quickly as possible. The resolution
23 on which you are voting, you have just heard the resolves.
24 It requires a majority vote. Those in favor please raise your
25 hands. I'm sorry, she didn't, oh she didn't read them we've

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1 got a point of order in the middle.

2 SECRETARY JACOBS: Therefore be it

3 RESOLVED, That NYSNA remain committed to preserve and maintain
4 the historic nature, mission and goals of the New
5 York State Nurses Association as the professional
6 association for registered nurses in New York State,
7 and be it further

8 RESOLVED, that NYSNA and its delegates to the 1988 ANA House
9 of Delegates pursue all available means to reinstate
10 ANA's original mission and purpose as a national
11 self-governing organization of professional nurses
12 and to maintain the constituent SNA's as organ-
13 izations of registered professional nurses, and be
14 it further

15 RESOLVED, that a report of progress toward achievement of these
16 goals, the proposed NYSNA by-laws amendments, and
17 the resolution related to withdrawal from ANA be
18 submitted to the 1988 NYSNA Voting Body.

19 PRESIDENT BURNS: This requires a majority vote.

20 Those in favor of the substitute resolution as just read by
21 Secretary Jacobs please raise your hands. Please lower them.
22 Those opposed please raise your hands. The motion has car-
23 ried. (applause)

24 The Chair thanks the voting body and as soon
25 as I find my place we will continue with the reports...

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1 IRENE SELL: Point of information.

2 PRESIDENT BURNS: Microphone 3.

3 MS. SELL: Irene Sell, district 13. Was the
4 request made earlier about the recording the negative votes
5 indicated?

6 PRESIDENT BURNS: No motion was made to that
7 effect.

8 MS. SELL: No not a motion, there was a re-
9 quest and you said that it would be indicated the strength
10 of the vote, I believe someone requested that be indicated.

11 PRESIDENT BURNS: Only a majority vote is re-
12 corded in the minutes. Microphone 5.

13 DR. GRETA STYLES: Thank you. Greta Styles.
14 As your ANA President I'm pleased to make some concluding re-
15 marks. As I have participated in this convention and been
16 openly and warmly received by your Board and members, several
17 facts have been apparent to me. First it is apparent that
18 there is strong nursing leadership in New York State both in
19 the persons of (applause) present and past officials, the
20 staff, and the members of the NYSNA. Second, it is apparent
21 that there is a vision of nursing in this state that is power-
22 ful and futuristic and that will not be deterred. (applause)
23 And finally you have just made apparent that you intend to
24 exert that leadership and defend that vision within ANA.
25 (applause) On behalf of the ANA Board and the 53 constituent

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1 state associations, and the 2 million nurses in this nation.
2 I commend you for this action and for your firm convictions.
3 Also I renew my personal pledge to work with you and the other
4 constituent states to achieve a united vision of the pro-
5 fession and the association. Thank you. (applause)

6 PRESIDENT BURNS: Thank you Dr. Styles. We
7 now return to the agenda where we left off, and I now ask
8 Treasurer Rita Wieczorek for the report of the Committee on
9 Finance.

10 TREASURER RITA WIECZOREK: Thank you Madam
11 President. The report of the Committee on Finance can be found
12 on pages 9 and 10 of the Supplement of the Book of Reports.
13 I would like to present some highlights from that report.
14 The proposed 1986/87 budget was based on a membership of 31,000..
15 Membership enrollment at the year end fell below projection
16 by \$717. Actual income for the year was \$6,068,872.00 or
17 \$113,231.00 below projection. Expenses were \$5,971,650.00 or
18 \$492,153.00 below projection. A net income over expense of
19 \$97,212.00 was realized.

20 For the proposed budget for the physical year
21 1987/88 the committee has projected membership at 30,200
22 people. Based on the current experience and the overall
23 economic outlook we feel that this is a very conservative
24 figure. Projected income for the year is \$5,941,688.00 and
25 the expense is \$6,623,036.00. If this projection is realized